



UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE FOR CIVIL RIGHTS  
ONE PETTICOAT LANE  
1010 WALNUT STREET, SUITE 320  
KANSAS CITY, MO 64106

REGION VII  
ARKANSAS  
KANSAS  
MISSOURI  
NEBRASKA  
OKLAHOMA  
SOUTH DAKOTA

December 9, 2021

**SENT VIA EMAIL**

XXXXX X. XXXXX, Attorney  
XXXXX XXXXX XXXXX  
XXXXX XXXXX  
XXXXX XXXXX XXXXX  
XXXX@XXXX.com

Re: Friends University  
OCR Case Number: 07212113

Dear Ms. XXXXX:

On June 14, 2021, the U.S. Department of Education (Department), Office for Civil Rights (OCR), received the above-referenced complaint against Friends University, located in Wichita, Kansas, alleging discrimination based on race and retaliation. This letter is to confirm that the University has voluntarily submitted a Resolution Agreement (Agreement) to OCR to resolve the complaint.

Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. § 2000d and its implementing regulation, 34 C.F.R. Part 100, prohibit discrimination based on race, color, or national origin in any program or activity receiving federal financial assistance from the Department of Education and prohibit retaliation for engaging in a protected activity.

Because the University receives federal financial assistance from the U.S. Department of Education, it is subject to Title VI and to OCR’s jurisdiction. Additional information about the laws OCR enforces is available on its website at <http://www.ed.gov/ocr>.

Following evaluation of the complaint, OCR informed the University that OCR has determined OCR has jurisdiction, and that this complaint could appropriately be investigated using OCR’s Rapid Resolution Process, as set forth in Section 110 of OCR’s *Case Processing Manual*.<sup>1</sup>

**Factual Background**

The Complainant alleged the University discriminated against her daughter based on her race when her daughter was treated differently than other members of the University’s XXXXX team when she received excessive drills during XXXXX practice on XXXXX XX, 2021, and XXXXX XX, 2021, [text redacted].

<sup>1</sup> The *Case Processing Manual* is available at <https://www2.ed.gov/about/offices/list/ocr/docs/ocrcpm.pdf>.

The Complainant further alleged that her daughter was retaliated against by being denied participation in the XXXXX XXXXX competition after she and her daughter complained about the excessive drills.

During an interview with OCR the Complainant explained that her daughter [X---remainder of paragraph redacted---X].

The Complainant told OCR that [X---text redacted---X] she made complaints of race discrimination and retaliation. The Complainant provided OCR with a copy of an email from the University indicating the Assistant Director of Student Account Services forwarded her concerns to the University's President and Vice President of Student Affairs.

OCR spoke with the University's Vice President of Administration (Vice President), who stated that [X---remainder of paragraph redacted---X].

During a telephone interview with OCR, the Complainant stated that [X---remainder of paragraph redacted---X].

## **Resolution**

Prior to the completion of OCR's investigation, the University voluntarily agreed to resolve the complaint allegations pursuant to Section 302 of OCR's *Case Processing Manual*. OCR determined it would be appropriate to resolve the complaint allegations.

On December 9, 2021, the University submitted a signed Agreement (copy attached) that, when fully implemented, will resolve the complaint allegations in this investigation. The University agreed to provide training to the University's athletic staff, including administrators, coaches, assistant coaches, and other staff, on the subject of Title VI compliance, including different treatment based on race and retaliation. By entering this Agreement, the University does not admit any violation of Title VI with regard to the allegations in the complaint or investigation, and OCR makes no finding of a violation of Title VI with regard to the allegations in the complaint or investigation. Please consult the Agreement for further details.

OCR considers this complaint resolved effective the date of this letter and will monitor the University's implementation of the Agreement. When OCR concludes the University has fully implemented the terms of the Agreement, OCR will close the complaint. If the University fails to carry out the Agreement, OCR may resume its investigation.

This letter sets forth OCR’s determination in an individual OCR case. This letter is not a formal statement of OCR policy and should not be relied upon, cited, or construed as such. OCR’s formal policy statements are approved by a duly authorized OCR official and made available to the public. A complainant may have the right to file a private suit in federal court whether or not OCR finds a violation.

Please be advised that the University may not harass, coerce, intimidate, or discriminate or otherwise retaliate against an individual because that individual asserts a right or privilege under a law enforced by OCR or files a complaint, testifies, or participates in an OCR proceeding. Complaints alleging such retaliation may be filed with OCR.

Under the Freedom of Information Act, it may be necessary to release this document and related correspondence and records upon request. In the event that OCR receives such a request, it will seek to protect, to the extent provided by law, personally identifiable information which, if released, could reasonably be expected to constitute an unwarranted invasion of personal privacy.

If you have any questions, please contact XXXXX XXXXX, Attorney, at (816) 268-XXXX (voice) or(877) 521-2172 (telecommunications device for the deaf), or by email at XXXXX.XXXXX@ed.gov.

Sincerely,

/s/

Jennifer Brooks  
Supervisory Attorney

Attachment